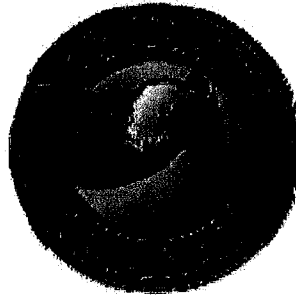


MEMORANDUM OF UNDERSTANDING BETWEEN THE
COUNTY OF MENDOCINO AND THE MENDOCINO
COUNTY LAW ENFORCEMENT MANAGEMENT
ASSOCIATION

EFFECTIVE AUGUST 1, 2010
THROUGH JULY 31, 2011



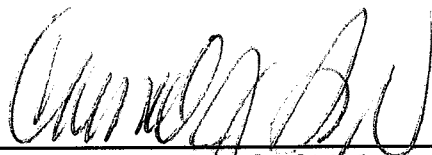
This Memorandum of Understanding (MOU) represents the tentative agreements reached by the parties on August 18, 2010 as follows:

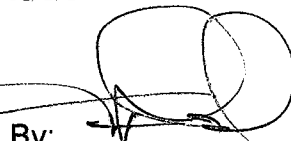
1. Term: One (1) year effective August 1, 2010 through July 31, 2011.
2. Ongoing salary reduction of 10% for all employees covered by this agreement, effective September 19, 2010.
3. All other terms and conditions of employment remain in effect during the term of this agreement.

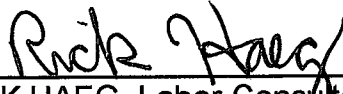
DATED: August 31, 2010

COUNTY OF MENDOCINO


**MENDOCINO COUNTY LAW
ENFORCEMENT MANAGEMENT
ASSOCIATION**

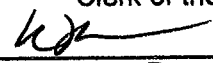
By: 
CARMEL J. ANGELO, Chief
Executive Officer

By: 
TIM MARSH
MCLEMA President

By: 
RICK HAEG, Labor Consultant
Nickolaus & Haeg

I hereby certify that according to the provisions of Government Code sections 25103, delivery of this document has been made.

By: 
TERESIA A. HAASE
Human Resources Director


CARMEL J ANGELO
Clerk of the Board
By: 
Deputy

By: 
CHAIR, Board of Supervisors

APPROVED AS TO FORM:

ATTEST:
CARMEL J. ANGELO, Clerk of said Board

JEANINE B. NADEL, County Counsel

By: 
Deputy

By: 